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# LIBRARY OF CONGRESS INFORMATION BULLETIN

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## *Las Estrellas del Son Will Perform Next Folklife Center Outdoor Concert*

Las Estrellas del Son will perform music of the Caribbean in the fifth of a series of outdoor concerts sponsored by the Library's American Folklife Center on Thursday, September 11. Members of the group range in age from 22 to 72 and represent several Caribbean countries. Trumpeter Luis Gonzalez and bass player Luis Salomé are from Cuba. Victor Aponte, who plays "pumpeador"-style guitar; Bendico Martinez, who plays the "tres," a nine-string guitar; and Camboy Estévez, the group's lead singer and rhythm guitarist, are all from the Dominican Republic. The youngest member of the group, percussionist José Lopez, is from Puerto Rico.

Developed in the 1890s and early 1900s, the musical style of *son* has influenced the merengue, the cha cha cha, the rumba, salsa rhythms, and other dance music of the Spanish-speaking Caribbean.

The concert will begin at noon on the Neptune Plaza in front of the Library of Congress Thomas Jefferson Building. No tickets are required. In the event of rain, the concert will be moved indoors.

## Glen A. Zimmerman Is Appointed Associate Librarian for Management

Glenn A. Zimmerman, who has served as director of personnel since 1976, has been named Associate Librarian for Management effective August 18. He succeeds Edmond L. Applebaum, whose retirement was announced in the August 15 issue of the LC *Information Bulletin*.

Born in Chicago, Ill., in 1941, Mr. Zimmerman is a graduate of Iowa State University (B.S., 1963) in history and the University of Michigan (M.L.S., 1967), where he was the recipient of a Margaret Mann Scholarship. He also studied public administration at American University in 1969-70. His scholastic honors include

*Also in This Issue . . .*

Recent Visitors to the Library Include Chinese University Librarians and Swedish Copyright Representative ..... 322-324

Photo Depicts Library's Great Hall Uncluttered by Temporary Partitions ... 323

Reports Continue on Annual Conference of American Library Association ..... 325-336

*Glen A. Zimmerman*

memberships in Phi Kappa Phi and Beta Phi Mu. He served with the U.S. Army from 1963 to 1966 as a basic combat training company commander and as a brigade adjutant, reaching the rank of captain. Upon his release from the armed services, he was given the Army Commendation Medal for outstanding service and performance of duties.

In 1967, Mr. Zimmerman came to the Library as a bibliographer in the Library Services Division, having already been selected to participate in the Library's Special Recruit Program (now Intern Program), which began in September of that year. He served as a cataloger in social sciences in the Subject Cataloging Division from March to June 1968, at which time he became executive assistant in the Processing Department Office, serving in that capacity until June 1970, when he was made assistant to the chief, Descriptive Cataloging Division. From February to August 1971, Mr. Zimmerman served as acting chief of the Descriptive Cataloging Division and in April 1972 was named assistant chief of that division. In October 1972, he returned to the Processing Department Office as executive officer and served in that position until April 1976 when he was appointed as director of personnel, Administrative Department (now the Office of the Associate Librarian for Management).

Mr. Zimmerman received the Library's Superior Service Award in 1972 for his work in connection with the Cataloging in Publication Program and the Esther J. Piercy Award for 1973 from the Resources and Technical Services Division of the American Library Association in recognition of his contributions to technical services, specifically for the work he performed on the Cataloging in Publication Program. Four times during the period from 1969 through 1979, he received outstanding performance ratings, and in 1974 he was given the Library's Meritorious Service Award for his work on the Processing Department's Human Relations Committee.

Mr. Zimmerman resides in Annapolis, Md., with his wife, Bonnie, and their three children, Craig, who is 8, Kara, 4, and Laura, 2.

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Comparable institutions and organizations in other countries may arrange to receive the *Bulletin* on the exchange basis by applying in writing to the Library's Exchange and Gift Division. All other correspondence should be addressed to the LC *Information Bulletin*, Information Office, Library of Congress, Washington, D.C. 20540.

## Distinguished Guests of The Library During July

**From Abroad**

*Australia*—Shirley O'Reilly, Australian National University Library, Canberra; Janine Schmidt, lecturer, Department of Library and Information Studies, Kuring-gai College of Advanced Education, Lindfield; John Sloan, teacher-librarian, Strathmont Primary School Library, Adelaide.

*Barbados*—Lionel Hutchinson, librarian of the Parliament of Barbados.

*Brazil*—Fernanda Lima, information specialist, CESER, Sao Paulo; Paulo Moraes, director, Brazilian Institute for Scientific and Technical Information (IBICT), Rio de Janiero.

*Bulgaria*—Stoyan Daskalov, author, and Liana Daskalova, poet.

*England*—Elizabeth Corney, reader services librarian, Southampton University.

*Federal Republic of Germany*—Mr. Hertlein and Rainer Witte, Deutsche Blindenstudienanstalt, Marburg/Lahn.

*France*—Nicole Gain, National Center for Scientific Research, Paris; Zaki Laidi, research specialist,

*Edmond L. Applebaum, William J. Welsh, and Donald C. Curran are pictured above striking the first blows for the restoration of the Library's Great Hall. Now reopened to the public following the removal of partitions erected in fiscal year 1966, the Great Hall can be appreciated for its original beauty and symmetry. The west corridor of the second floor (pictured opposite) shows the location of the shrine that housed the Declaration of Independence from 1924 until its transfer to the National Archives in 1952. Temporary partitions were also removed from the upper gallery of the Main Reading Room.*

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Centre des Hautes Etudes sur l'Afrique et l'Asie Modernes, University of Paris; Veronique Neiertz, national secretary, French Socialist Party, Paris.

*Israel*—Dalia Censor, head, Serials Department, Ben-Gurion University of the Negev, Beer Sheva.

*Japan*—Hiroshi Honda, associate professor of law, Nihon University, Tokyo; R. Matsushita, assistant special project manager, and Yoshibumi Takahara, sales and marketing manager, Maruzen Co., Tokyo; Masako Okada, senior researcher, National Consumer Information Center, Tokyo; Elichi Suzuki, professor of education, Nagoya University; Hisashi Tsuruhara, associate senior specialist, Labor Research Service, Research and Legislative Reference Department, National Diet Library.

*Mexico*—Eugenio Romero Hernandez, librarian, Centro de Informacion Cientifica y Humanistica, Universidad Nacional Autonoma de Mexico.

*Nigeria*—Sanya Onabamiro, chair, Implementation Committee, Ministry of Education.

*People's Republic of China*—A cultural delegation headed by Liu Fuzhi, senior vice minister of culture; a group of 12 vice ministers from the State Capital Construction Commission.

*Philippines*—Cathleah Celestial and Gilda Antiquiera, librarians, Presidential Library of the Philippines; Jesus Vestil, U.S. International Communication Agency Center, Sabu.

*Puerto Rico*—Olga Alvarez de Gonzales, library consultant to the Supreme Court Library, San Juan.

*Qatar*—Mohammad Al-Khuleifi, deputy minister

**A. Henry Olsson,** legal adviser in the Ministry of Justice in Sweden, visited the Copyright Office on June 30. A ministry attorney, Mr. Olsson is responsible for reviewing the copyright law in Sweden and generally representing Sweden at international copyright meetings.

He met with Lewis Flacks, international copyright officer; Michael Keplinger, chief, Information and Reference Division; and Dorothy Schrader, copyright general counsel, to discuss matters of mutual concern to the United States and Sweden and international copyright matters. Mr. Olsson also expressed an interest in the U.S. copyright registration procedures, the records maintained by the office, and the copyright card catalog.

of information, Ministry of Information, Doha.

*Romania*—Iulian Danescu, deputy director, Institute of World Economy, Bucharest.

*South Africa*—Marius Kleynhans, chief political correspondent, *Die Transvaler*, Johannesburg.

*Spain*—Concepcio Miralpeix, USICA librarian, Barcelona.

*Switzerland*—Jacqueline Bader and Jeanne Billeter, librarians, Universite de Neufchatel.

*Thailand*—Kasem Adchasai, assistant editor, Siam Rath Daily, Bangkok.

*Upper Volta*—Mathieu Ouedraogo, chair, Department of English, University of Ouagadougou.

*West Germany*—Reinhard Muenzberg, chief of the Office of the Minister of Economic Development, Bonn.

*Yugoslavia*—Anton Laustric and Duro Suanjic Union of the Blind of Croatia; Bozin Pavlovski, novelist and director, Misla Publishing Co.

*Taiwan*—Kan Chu-cheng, director, Department of Documentation and Publication, Research, Development, and Evaluation Commission, Taipei.

**From the United States**

Rosalie Cuneo Amer, technical services librarian, Cosumnes River College, Sacramento. Calif.

Marilyn Barton, librarian, Lydia Hank Public School, Olympia, Wash.

Joyce Cappell, librarian, Mission College, Santa Clara, Calif.

Sally Christopherson, school librarian, Walnut Creek, Calif.

Colene Hoermann, librarian, Hidden Forest Elementary School, San Antonio, Tex.

Millicent Lenz, teacher, Library Science Department, Memphis (Tenn.) State University.

Arlene Sanford, head, Frankfort (Ill.) Public Library.

Joan Stewart, executive librarian, Morton Grove (Ill.) Public Library.

Karen Stouppe, cataloger, Hartford (Conn.) Public Library.

Leo Tibesar, librarian, St. Paul (Minn.) Seminary.

**A Few of the Visitors Expected in September**

Walmes Galvao, Editora Abril, Sao Paulo, Brazil.

Branko Hanz, Belgrade, Yugoslavia.

Katsutoshi Murakami, Research and Legislative Reference Department, National Diet Library of Japan.

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### *Chinese University Librarians Visit Library of Congress*

*Pictured on the Neptune Plaza are members of the University Library Delegation from the People's Republic of China as they were welcomed by Deputy Librarian William J. Welsh (center), Director for Area Studies Warren M. Tsuneishi (far right), and the acting chief of the Asian Division, Richard C. Howard (fifth from the left). The delegation, led by Shi Guoheng, head librarian of Qinghua University in Beijing (seventh from the left) visited the Library on July 7-8 for tours and discussions.*

*Their initial tour of the Library's buildings and facilities was given by Gary Jensen, head of the Thomas Jefferson Reading Room, followed by a briefing by Henriette Avram, director of the Network Development Office. In the afternoon, the delegation was briefed on cataloging and classification and then visited the Chinese Section of the Asian Division.*

*On July 8, the group took part in discussions on the management information system of the Congressional Research Service, and following lunch in the Library's new cafeteria, in a briefing on general Library management and automation (with former Associate Librarian for Management Edmond Applebaum and F. E. Croxton, director of the Automated Systems Office). Their visit concluded with a briefing on the James Madison Memorial Building by Jim Trew, director of the Library Environment Resources Office.*

# APPENDIX

## Continuing Reports on the 99th Annual Conference Of the American Library Association

**New York City, June 28-July 4, 1980**

### Library Administration and Management Association

*Middle Management Discussion Group*

The program entitled "You'll Manage: Becoming a Boss" attracted a large and enthusiastic crowd at the Sheraton Centre on Monday morning, June 30. Chair Ron Leach of the Central Michigan University Library opened the general session by introducing Mary Trefry of Gladstone, Mo., as the presiding officer.

The keynote speech, entitled "Transition from Librarian to Boss," given by Deanna Marcum of Information Systems Consultants, Inc., of Washington, D.C., focused on the problems experienced by library professional staff moving into supervisory roles. She began by outlining what qualifications the librarian-become-manager is expected to have (qualities on which promotions are based, and often in the following highest to lowest order of priority): good job knowledge, departmental experience, interpersonal skills, knowledge of other departments and broad organizational goals, and knowledge of and ability to use management skills. Current employees chosen as managers often face the difficulties of establishing a leadership style among peers, curtailing their technical work, and maintaining a balance between being relaxed and casual and demanding.

She then briefly outlined the issues to be discussed in the four small groups: time management—the need to establish priorities, to delegate even if one can do the task better than the staff, and to train the staff in the department; interpersonal relationships—in dealing with old friends and coworkers, the necessity of seeing problems as an outsider without being aloof; motivation—management's and staff's understanding of each other's motivations and needs, as well as the goals of the organization; and goal setting—a factor basic to the other three factors.

Finally, the keynote speaker recommended that new managers take formal training, discuss problems with other managers, and read from the LAMA bibliography.

"Motivation"

Pat Woodrum, director of the Tulsa City-County Public Library System, began her presentation on motivation by reminding the audience of a few of the synonyms for the word "motivate." Among them are to induce, activate, encourage, propel, move, stimulate, provoke, and influence. She also observed that most physiological functions are innate, and conscious actions are the result of desire. Managers must learn to harness these conscious actions through employing motivational techniques. Advertisers have capitalized on the motivation concept and have learned that using the right technique at the right time for the right audience guarantees success. Managers must learn to use this concept too.

There are many ways people are motivated—through fear, ego, money, security, social status, power, and self-fulfillment. Of these, fear is the least productive. An individual's job is a key to personal fulfillment and his relationship to society. The quality of experience at work plays a large part in life satisfaction.

A supervisor must be a team player and function as a catalyst rather than a drill sergeant in order to be an effective manager. If a supervisor can convey the two basic ideas that doing a job more effectively is more satisfying and that personal characteristics do contribute to achievement of goals, staff may in turn be motivated.

It was noted that job enrichment is one strategy for improving and motivating employees. By enlarging responsibility, scope, and challenge, the employee and the organization benefit through the individual's actual and perceived achievement, satisfaction, responsibility, growth, recognition, and advancement.

Stroking is a basic motivational technique. It can be used in a negative or positive fashion. The speaker compared it, on the positive side, to receiving a pat on the back and, on the negative, to receiving a kick in the shin. She also said that discipline is negative stroking because it yields only short-range improvement. Obviously, the best results are obtained through positive stroking. There are many nonfinancial rewards, and it is a negative management mentality that feels that employees should not be rewarded just because they are getting paid to do a job.

She also identified delegation as another technique employed in motivating employees. Managers should learn how to give a job to an employee and then get out of the way to let them do it.

It is important that managers build on employee strengths and work on and around weak areas. Team building can be a success if individual strengths and weaknesses are recognized and the team is tailored

with this in mind. In order to understand and assess employees' capabilities and potential, it is imperative that the manager understand the employee. An employee's self-understanding is the beginning clue to the manager's understanding.

In conclusion, Pat Woodrum noted that motivational techniques are many and varied and often are not even recognized. In order to motivate staff successfully, managers must know the needs, desires, strengths, weaknesses, and goals of their staff. Job enrichment is an excellent technique for motivating staff. Managers must set a climate for the best production and capabilities of the employee. Concern for the psychological well-being of the staff can yield a more productive environment.

"Goal Setting in Management"

Edward R. Johnson, director of libraries at North Texas State University, led the discussion group on setting goals in management. He spoke on the value of goals and objectives as they pertain to the overall planning process and gave some specific criteria for writing useful goals.

Characterizing today's typical library manager as an "amateur administrator," usually hired from the ranks of the professional staff rather than parallel administrative staff, the speaker contended that librarians need to learn more about relevant management techniques such as organizational development that are meant to aid in planning, developing goals, and coping with change. Though they are not a remedy for every problem encountered in managing a library, goals and objectives properly formulated and put into proper perspective can be useful. A carefully thought out goal-setting strategy should help the manager move decisively from his theoretical plan through the necessary steps to actual implementation.

According to Mr. Johnson, effective goals should be written with the following criteria in mind. They should be definite, written, and attainable, capable of facilitating communication, written at the appropriate level of operational specificity, feasible in the long and the short range, comprehensive, coordinated with and supported by top management, understood and accepted by staff, relevant to library policy and translatable to specific programs, and open to periodic and systematic review. He emphasized the need for communication in the goal-setting process. One person cannot set goals in a vacuum. The organization must articulate its goals and make them known at every operational level and remain open to negotiation at every level. It is important for all staff members to be cognizant of broad organizational goals if they are to plan their own. Communication between the individual and the institution is critical in the process of formulating goals.

If library managers attempt to set goals that are mutually acceptable to the individual and the institution and try to provide opportunities for development to subordinates, their efforts should be rewarded with increased productivity and higher morale. Goal-setting programs customized to a particular environment tend to clarify institutional purposes and aid in establishing the planning process for the library.

"Time-Management Studies"

Keith Russell, head science librarian at the University of Arizona, made this presentation. He began his talk by admonishing participants to protect their time as much as possible and to set priorities. He recommended Alan Lakein's book, *How to Get Control of Your Time and Your Life,* particularly for its emphasis on setting priorities on **if** something should be done, rather than on **how fast** it could be done.

Mr. Russell then listed certain qualities that will assist in setting priorities: learn to say no, keep a diary to know where your time goes, batch telephone calls to prevent constant interruptions, be organized, use a calendar, and delegate.

Delegation was discussed in depth. The speaker saw it as essential to good time management. He told the audience to be sure to be explicit in delegating a task. Managers should clearly delineate the task to be done, should specify how and in what amount of time, and should monitor and follow up as a show of interest. He said that there are several other causes of poor delegation: a lack of understanding between manager and staff on the particulars of the assignment, a poor organizational chart, and poorly written job descriptions.

In closing, he suggested that we learn more about time management by reading, by training and practice, by pushing for more staff development, by talking to our own bosses, and, finally, by determining the priorities of tasks to be completed.

"Interpersonal Relationships"

Joy Molder, assistant city librarian, Burlingame (Calif.) Public Library, began her discussion by pointing out that all four of the management areas discussed in the program are relevant to any discussion on interpersonal relationships. Motivational techniques, goal setting, time management, and delegation are integral components of interpersonal skills.

In order to relate effectively to other individuals in the organization, the speaker indicated that the manager must be recognized as a leader by subordinates, peers, and superiors. Newly promoted managers

must establish themsleves, whether promoted from within the organization or from the outside. Peer and subordinate support can be achieved by letting staff know that one is building a team. New managers must relax, observe, and be patient. A nonthreatening atmosphere is the most productive. Managers should listen to employees and build trust. Good decisions come from good information. Leadership comes from below, authority from above, she cautioned.

Other keys identified for building interpersonal skills are understanding individual styles and the art of communication. Knowledge of oneself is basic to self-control and understanding of others is necessary to relate to and deal with them effectively. Good communication skills begin with active listening. In order to build confidence, the manager must be receptive, resist distractions, suspend judgment, listen for the emotion, be able to identify central themes, and be prepared to respond.

Finally, Joy Molder reminded the audience of an important point to remember in dealing with others—deal with the organizational or unit goals, and not with personalities.

[*Lynne Kennedy, Morris B. Nix,* and *Dawn Thompson*]

*PAS Staff Development Committee*

Barbara Conroy, consultant in library staff development and continuing education, was the keynote speaker at the June 29th program meeting of this committee of the LAMA Personnel Administration Section. The program, entitled "Back to Basics," presented an overview of staff development fundamentals.

The speaker defined staff development as an institution-oriented and institution-sponsored means of enriching staff skills and knowledges as opposed to continuing education which is an individually oriented means of possibly broadening a person's skills in fields not job related. General points made about staff development are that it is impossible for an institution to ignore staff development, staff development must be justified by its value to the institution, barriers impede staff development efforts, libraries can and must afford staff development, responsibilities for staff development are shared, and staff development should be development centered and not problem centered.

The recommended approach to staff development is a circular one incorporating three steps which lead into each other: planning, implementing, and evaluating. Each step must be fully developed in order to guarantee the success of the development program. The end result of any staff development is a report analyzing its success which can lead to a future program.

After the keynote speech, the attendees broke up into four discussion groups on the topics of management skills and training, performance appraisal and staff development, needs assessment, and training skills for supervisors. [*Laurie E. Smith*]

*Joint Program with Women's Groups*

"Career Stress and Career Change" was the topic of the July 1 presentation by Marcia Fox, associate research director for a human resources firm and author of *Put Your Degree to Work*, at a meeting cosponsored by the LAMA Women Administrators Discussion Group, the Status of Women in Librarianship Committee, and the Social Responsibilities Round Table Task Force on Women (now called the SRRT Feminist Task Force).

Marcia Fox divided her talk into two parts. The first part dealt with her insights on the nature of stress and how one can reduce the amount of stress that one feels. She stated that modern women in particular are under increased stress because of the proliferation of the number of roles women play. As an exercise in understanding one's feelings of stress, she suggested that the audience keep a log: a listing of events, both positive and negative, that cause stress. This log can be analyzed to find common themes among these events and to examine one's reactions to certain situations.

Because career stress often leads to career change, the second half of this presentation dealt with how to make a successful career change. It was recommended that persons considering a career change should try to decide exactly what kind of job they would like to have and then learn what training one needs for such a job, keeping in mind the strengths and weaknesses they would bring to the prospective new job. The speaker also noted that it is best if there is some connection between the skills one already has and the skills required in the desired new job. Other suggestions for a person seeking to change careers were to obtain the services of a career counselor, to join professional associations in the field in which one is interested, to volunteer in order to gain some experience, to take a few well-chosen courses, to write a new resume, and to develop a support group. [*Sharon S. Horowitz*]

## Miscellaneous Round Tables

*Social Responsibilities Round Table Task Force on Women Preconference and Conference Meetings*

At the preconference on "Women in a Women's Profession—Strategies II," held at Cook College of Rutgers University in New Brunswick, N.J., 85 women

spent two days (June 26-27) discussing a wide variety of issues of interest to women in librarianship. Betty Carol Sellen of Brooklyn College Library opened the preconference and introduced the theme—the need to re-examine the status of women in a woman's profession and to work on improving that status.

This preconference was the second one on this subject; the first was held in the same location six years ago. In the morning session moderated by Diane Kadanoff of the Norwell (Mass.) Public Library, Kathleen Weibel of the State University of New York spoke on the "Historical Role of Women in Librarianship" and the continued existence of occupational segregation and sex discrimination in libraries. Librarianship has been and is viewed as a women's profession and society has accordingly placed values on libraries that are often inappropriate. She introduced a recurring theme of the preconference of working to set equal pay for jobs of comparable worth. Pat Schuman, Neal-Schuman Publishers, discussed how ALA as an organization works in her talk on "Political Strategy in Professional Associations." She described ways of getting involved on state and local levels as well as in national associations.

Afternoon workshops were held on the topics of building coalitions and planning organizations on the local level (ways of forming groups and alliances with others to achieve common goals); political action in ALA and how to use Robert's Rules of Order (knowing the system in order to use it); organizational structure and locating the power centers (again, using knowledge of the system to one's advantage); group dynamics (understanding personalities and interrelationships in order to coordinate group activities better). The evening session of the first day included reports on the afternoon's discussion groups and a recapitulation of the 1974 preconference on women in librarianship.

Friday's morning session, moderated by Elizabeth Futas of the Emory University Division of Librarianship, began with Regina Minudri, Berkeley (Calif.) Public Library, addressing the topic of "Feminist Values and Library Administration." She identified feminist values and related them to her own experience in a campaign undertaken by her library to get a new tax passed for library funds. Diane Kadanoff then enumerated the many pitfalls of looking for a job in her talk on "The Job Search in a Male-Dominated Profession." She emphasized the need to understand the job search process as well as practicing and mastering job interview techniques.

Kathleen Heim, University of Illinois Graduate School of Library Science, started the afternoon session with a presentation of recent research on the "Career Profile of ALA." She and Leigh Estabrook have conducted a survey for ALA of the demographics ALA's members. The preliminary findings tabulated so far reinforce many of the commonly held perceptions regarding women's status in librarianship, among them the underrepresentation of women in management and on the staffs of large academic and research libraries. The second session of workshops dealt with problems in feminist management (putting values into action), resume writing, the job interview process, alternative work schedules and job sharing, single women coping with job change, politics of the lesbian in the work place (discrimination against lesbians and ways in which they can work together to achieve common goals), and sexual harassment (what it is and what can be done about it).

Friday evening's program started off with Marie Lindsey, Tacoma (Wash.) Public Library, explaining the creation of the Career Development and Assessment Center for Librarians located at the University of Washington. At the center, a team of counselors worked with individual librarians to assess and plan their career development. During subsequent workshop reports the idea of having an informal preconference on gay rights before next year's Annual Conference was introduced.

The attendees at the preconference agreed on eight motions to be worked on at the Annual Conference. These motions requested that ALA (1) support two women to attend the Career Development and Assessment Center for Librarians so that they could lend assistance to others at the ALA Placement Center; (2) support the boycott of Nestle products (prompted by the company's sales of infant formula in Third World countries); (3) provide free child care at all conferences and meetings; (4) work with other groups representing women-dominated professions to study the rising unemployment situation and its impact on women, and to work on legislation to help women cope with this problem; (5) include faculty status in the ALA Committee on Accreditation's examination of affirmative action efforts in library schools; (6) provide financial assistance for councilors to attend Association meetings; (7) fight the passage of the Family Protection Act (H.R. 6028), and (8) enlarge the charge of the Staff Committee on Mediation, Arbitration, and Inquiry to include sexual harassment and sexual discrimination. The proceedings of the preconference will be published by the task force.

Suzanne Le Barron, outgoing coordinator of the task force, led the four business meetings that were held during the convention proper. At meetings on Saturday afternoon and Sunday evening, the motions generated by the preconference were introduced and

# STAFF NEWS

## Edith Barker Iwasechko Receives 35-Year Pin

Edith Barker Iwasechko, payroll audit specialist in the Accounting Office, was presented a 35-year Federal Service Award pin by Associate Librarian of Congress Donald C. Curran on August 15. Following the presentation, a reception was held in her honor in the Financial Management Office.

*Mr. Curran and Mrs. Iwasechko*

Mrs. Iwasechko is a native of Washington, D.C., and attended Mount Rainier High School in Maryland. After graduation she worked at the Maritime Commission as a key-punch operator. She then went to the Accounting Office of the Federal Aviation Administration, where she worked for over 19 years, first as a tabulating equipment operator, then as a voucher examiner, and finally as a payroll clerk. In February 1966, Mrs. Iwasechko came to the Library as supervisor of the Payroll Preparation Unit of the Accounting Office, and in June 1975 was named to her present position.

During her career she has received several awards, including, from the Library, a Meritorious Service Award in 1967 and a letter of commendation from the director of personnel in 1970.

## Employees Invited to Submit Works For Ninth Arts and Crafts Show

### *Exhibit to Open December 8*

All Library employees are invited to submit original works for display in the ninth annual Library of Congress Employee Arts and Crafts Show. Cosponsored by the Library of Congress Professional Association and Welfare and Recreation Association, this year's exhibit will be on view on the sixth floor of the James Madison Memorial Building from December 8 through January 11, 1981.

Each staff member may enter a maximum of two items for consideration for inclusion in the show. The show will include works in various categories of the fine arts, photographic works, and crafts. Falling outside the scope of the exhibit are works produced from pre-existing patterns, kits, or molds, clothing, and works which were displayed in previous employee shows. All works must be framed, dry-mounted, or otherwise ready for display. Frames and mounts must be in excellent condition, and all matted items must be framed.

The joint LCPA/WRA Employee Arts and Crafts Show Committee is being coordinated by Lloyd Shipley, Science and Technology Division, and Charles Jackson, Catalog Management Division. The committee cochairs will be assisted by six committee members: Helen Bronson, Central Services Division; Natalie Gawdiak, Office of the Law Librarian; John Hass, National Referral Center; Gary Huggens, Serial Record Division; Richard Korman, Serial and Government Publications Division; and Carole Rogers, Serial Record Division. Staff interested in exhibiting should contact either Mr. Shipley (ext. 75680) or Mr. Jackson (ext. 75320) to obtain entry forms and guidelines. Works should be completed and available by September 15.

## Thomas Jones Named Head Of Protective Services Section

Thomas M. Jones recently joined the Library staff as head of the Protective Services Section, Buildings Management Division. Among Mr. Jones' responsibilities are the supervision of the Special Police Force and the active management of the physical security program throughout the Library's multi-facility complex.

Mr. Jones, a native of Franklin, Pa., received a

*Mr. Jones*

bachelor's degree in liberal arts from Gannon University, Erie, Pa. His further studies resulted in a master's degree in political science from the University of Alabama and a master of science degree in management from George Washington University.

Mr. Jones brings a unique combination of experience and ability to the job of assisting Library of Congress management in the protection of the Library's invaluable resources and treasures. Before coming to the Library, Mr. Jones had 28 years of experience in the security field. During that time, he was responsible for the formulation of security policies on a countrywide basis in such diverse locations as the Federal Republic of Germany, Japan, Thailand, and the Republic of South Korea.

## Birth Announcements

**Alison Ely and Harry Barschdorf** are the parents of a son, Dana Oliver, born August 6. Mrs. Barschdorf is a senior music cataloger in the Music Section, Descriptive Cataloging Division. Mr. Barschdorf, formerly a staff member of the Congressional Research Service, is employed by American Management Systems in Rosslyn, Va.

**Aaron and Denise Harley** are the parents of a daughter, Keturah Denise, born on July 21. Mr. Harley works in the Automated Systems Office and Mrs. Harley is a former staff member in the Cataloging in Publication Division.

## *Tunisia Is Subject of September Program*

The WRA Travel Club will present a slide program on Wednesday, September 17, by Winton Matthews on his recent trip to Tunisia, with emphasis on the Roman ruins and mosaics there. The showing will be held in the Coolidge Auditorium from 11:45 a.m. to 12:15 p.m. Staff members may attend during their lunch period or request annual leave.

## *Staff Activities*

**Ranjan Borra** of the Southern Asia Section, Asian Division, presented a paper at the 1980 annual historical review convention held at Pomona College in Claremont, Calif., from August 1 to 4. The subject of his paper was "Subhas Chandra Bose: The Indian National Army and the War of India's Liberation." The convention, sponsored by the Institute for Historical Review, discussed various topics relating to contemporary European and Asian history.

**George Hobart,** curator of documentary photography, Prints and Photographs Division, has written the introduction to *The Middle East in Pictures—A Photographic History, 1898-1934,* recently published by Arno Press. A four-volume set of facsimile reproductions, the work includes over 5,000 photographs which were given to the Library along with 20,000 original negatives in 1964 by Eric and Edith Matson. The Matson Collection has, for many years, been the Library's most active visual research tool for the history, archaeology, religion, photography, and area studies of the Middle East between the years 1898 and 1946. The publication includes an up-to-date index.

**Donald Leavitt,** chief of the Music Division, chaired a panel discussion on "Private Sector Support to Chamber Music" at the Chamber Music America Conference held at Santa Fe, N. Mex., on July 25-28. Panelists were Anna Arrington, Atlantic-Richfield Foundation; John Kreidler, San Francisco Foundation; William Mullen and Martha Baird, Rockefeller Fund for Music; Martin A. Paulson, trustee, Music Performance Trust Fund; Richard Sheldon, Office of the Arts, Ford Foundation; and John Taylor, Northwest Area Foundation. The conference took place during the Santa Fe Chamber Music Festival, which offered a wide variety of

concerts by international artists, culminating in the world premiere of Ned Rorem's *Santa Fe Songs,* commissioned for the festival.

**Ivan Sipkov,** chief, and **William Sólyom-Fekete,** senior legal specialist, both of the European Law Division, are contributors to a compilation entitled *The Constitutions of the Communist World,* recently published by Sijthoff & Noordhoff in the Netherlands. The work contains a general introduction by William B. Simons, editor, and a translation of the constitutions currently in force in 15 Communist-governed countries in Europe, Asia, and Latin America. Each translation is prepared by a noted legal expert and is preceded by a short introduction written in most cases by the translator.

Dr. Sipkov and Dr. Sólyom-Fekete prepared the introductions and the translations of the Bulgarian and the Hungarian constitutions, respectively.

**Terry Thompson,** a copyright examiner in the Performing Arts Section, Examining Division, was recently selected to attend the Goldovsky Opera Institute at Oglebay Park in Wheeling, W. Va. One of 55 participants chosen from across the United States to go into the advanced division at the institute, she began instruction on July 30. Participants received direction from the well-known conductor, stage director, lecturer, pianist, and teacher, Boris Goldovsky, who is known to radio listeners of classical music for his intermission commentaries during the Metropolitan Opera broadcasts. Instruction was offered in operatic acting, characterization, diction, and musical pantomime "emphasizing the development of the singing actor through individual and ensemble sessions." The program ended on August 14 with a public recital in which Terry Thompson participated in operatic excerpts from *The Tales of Hoffman, Faust,* and *Don Giovanni,* along with a fully staged performance of Mozart's *Cosi Fan Tutti.*

## *Personnel Changes*

**Appointments:** Stephanie Briscoe, classification clerk (typing), GS-5 Pers PC&O, 00441; Odessa Simmons, clerk-typist, GS-3, Cat Publ, P108B.

**Temporary Appointments:** Richard Anderson, secretary to the assistant chief, GS-5, Desc Cat, NP.

**Temporary Reappointments:** Frances Gilman, bibliographer, GS-9, CRS L, NP; Dale Shirachi, assistant division secretary, GS-6, CRS F, NP.

**Transfer:** John A. McCauley, Jr., Col Mgmt, to deck attendant (trainee), GS-3, Ser, G-101C.

**Resignations:** Ira Cure, CRS S; George Danko, CRS S; Jean-Paul Emard, CRS SPR; Christopher Field, Bldgs; Maura Hennessy, Col Mgmt; William Johnston, CRS ARS; Judith Katzoff, CRS SPR; Allison Knight, Inf; Renee Kolbe, CRS S; Jeffrey Lawhorne, Bldgs; Robin Pope, Cop Lic; Richard Puhek, Ser Rec; Catherine Rivers, Cop Acq & Proc; Rebecca Robins, CIP; Joel Smith, P&S; Michael Statham, CRS C; JoJean Stern, Photodup; Equator Stroman, Cat Publ; Rhonda Taylor, CRS C; Angela Toliver, Exh.

## Upcoming Fall Concerts

**Thursday, September 11**

The American Folklife Center will present a free outdoor concert of Caribbean music performed by Las Estrellas del Son. On the Neptune Plaza from noon to 1:30 p.m.

**Friday, September 26**

The New York Pro Arte Chamber Orchestra under the direction of Raffael Adler will perform works by Bach, Bloch, Mendelssohn, and Persichetti. In the Coolidge Auditorium at 8 p.m. For ticket information call the Music Division on ext. 75502.

**Friday, October 3**

The Juilliard String Quartet with Scott Nickrenz on the viola will perform works by Bloch, Sessions, and Verdi. In the Coolidge Auditorium at 8 p.m. A limited number of tickets will be distributed free to staff members through the WRA Office beginning the preceding Friday. Tickets are also distributed through Patrick Hayes, 1330 G St. N.W., beginning at 8:30 a.m. on Monday of that week.

**Thursday, October 9**

A free outdoor concert sponsored by the American Folklife Center presenting traditional music of Laos

and Vietnam. On the Neptune Plaza from noon to 1:30 p.m.

**Thursday, October 9, and Friday, October 10**

A chamber music concert with the Juilliard String Quartet with pianist Andras Schiff performing works by Mozart and Bloch. In the Coolidge Auditorium at 8 p.m. Ticket information given in October 3 entry.

**Tuesday, October 14**

The music of the late Vernon Duke performed by soprano Kay Duke with the "For the Love of Music" Chamber Ensemble. In the Coolidge Auditorium at 8 p.m. For tickets, call the Music Division on ext. 75502.

**Thursday, October 16, and Friday, October 17**

The Juilliard String Quartet and Ronald Rosemen on the oboe will perform works by Britten, Bloch, and Mozart. In the Coolidge Auditorium at 8 p.m. Ticket information given in October 3 entry.

**Thursday, October 23, and Friday, October 24**

The Juilliard String Quartet in a performance of Brahms, Dutilleux, and Mozart. In the Coolidge Auditorium at 8 p.m. Ticket information given in October 3 entry.

**Friday, October 30**

The National Gallery Strings under the direction of Richard Bales will perform works by Bales, Bloch, and Stravinsky. In the Coolidge Auditorium at 8 p.m. For tickets, call the Music Division on ext. 75502.

**Staff members who wish to attend programs or other events taking place during their normal working hours should consult their supervisors.**

The **Scholars' Committee Women's Studies Discussion Group** will hold its next meeting on Friday, September 19, from 12:30 p.m. to 1:30 p.m. in the Page School, Room 324A. Guest speaker anthropologist and social scientist Molly Schuchat will talk about her recent three-week independent tour of the People's Republic of China. All interested staff and researchers are invited to attend. For more information, contact Sarah Pritchard, General Reading Rooms Division, on ext. 75520.

Staff members wishing to use time exceeding the normal lunch period should consult their supervisors.

strategies for passage discussed. The motion to provide financial assistance to councilors was set aside, and action continued on a motion from last year instructing the ALA executive director to develop possible plans for a move of ALA headquarters from Illinois (a non-ERA ratified state) to Washington, D.C. The members of the task force voted to change its name to the Feminist Task Force, effective at the close of this conference. Nominations for the steering committee were made and balloting begun. Some sexist exhibit materials were mentioned, and monitors were appointed to check each aisle in the conference exhibit area. The task force's responsiveness to minority and ethnic women was questioned, and an ad hoc group formed to confront the issue.

The Sunday business meeting was preceded by a forum on "Information Services to Women and Library Programs about Women." Sheila Hess opened the program by explaining how, in her previous position as a librarian with the National Organization for Women, she realized that not enough information was getting out to women at the community level and that more awareness was needed of available resources. Asking librarians to think about ways to overcome this situation, she introduced Barbara Haber of the Schlesinger Library on the History of Women in America at Radcliffe College, who outlined a proposed project to bring together four-person teams consisting of a public librarian, an academic librarian, a women's studies scholar, and a woman active in the local community. The teams would come to Radcliffe for intensive training on how to set up library programs for women. A grant has been received from the National Endowment for the Humanities to begin planning for the two-year project which would fund 10 such teams and draw upon the academic content of women's studies, community service resources, and the techniques of public program planning.

On Monday and Tuesday, the task force continued discussing floor strategy for acting on the slate of motions during ALA Council and Membership meetings. A new motion was introduced asking for additional funding for the Office for Library Personnel Resources. Four newly elected members of the steering committee were announced, and several subcommittees organized to identify issues for the coming year: to address the problem of sexual harassment; to work on getting more women nominated to ALA offices and committees; to consider circumstances of discrimination in job hiring; to build coalitions with groups in other women-dominated professions. [*Sarah Pritchard* and *Linda Tepp*]

*SRRT Library Union Task Force*

On Tuesday morning, July 1, this Social Responsibilities Round Table task force held its first organizational meeting. Coordinator Joan F. Higbee welcomed the approximately 30 people attending and reviewed the brief history of the task force. Founded at the 1980 Midwinter Meeting, the group is charged with eight initial objectives. The forum rapidly appeared to begin fulfilling the first two—to bring together individuals from a wide range of labor organizations and library bargaining units and to serve as a clearinghouse for the exchange of ideas. Individuals from a variety of organizations and institutions were eager to share experiences. Among those represented were Detroit Public Library, Los Angeles Public Library, New York Public Library, the Illinois Valley Library System, the Chicago Teachers' Union, United Faculty of Florida, AFT, AFGE, and AFSCME.

Don Panzera of the Library of Congress Professional Guild, AFSCME Local 2910, discussed efforts begun at AFSCME's international meeting to discover problems common to library locals and to share contracts. Nancy Peace, faculty member of Simmons Graduate School of Library Science, mentioned that she will be teaching a course in the fall on collective bargaining for librarians and that she has been working on a project to collect and index contracts. Those present agreed to send copies of their contracts to her at Simmons.

Other business included decisions to issue a newsletter and compile a directory of library unions. Members of the steering committee were selected to represent different types of institutions and unions. They are Mary Biblo, private school, AFT; Lawrence Brenner, medical library; Billie Connor, public library, AFSCME; Miriam Crawford, state university library, AAUP; Richard Higginbotham, academic library, AFT; Phyllis Hudson, state university library, AFT; Kenneth B. Miller, Jr., public library, UAW; Don Panzera, Federal library, AFSCME; and Barbara Pruett, SRRT Action Council.

Another outcome of the meeting was the drafting of a resolution which was later adopted at the ALA Membership Meeting on Thursday, July 3. In the wake of a narrow defeat of a motion from the Massachusetts Library Association recommending a minimum salary for beginning librarians, it was proposed by Joan F. Higbee and seconded by Sharon K. Adley, chair, Staff Organization Round Table, that "the ALA Executive Board direct the ALA offices to research and report all union contract and non-union beginning salaries for the membership of ALA." Included in the resolution were directives to publish the information gathered before the 1981 Annual Conference in survey form with union and non-union differences noted and to make the full data available from the ALA Office for Library

Personnel Resources to individual members and to the ERIC Clearinghouse for Information Resources.

The task force meeting also made progress on another of its objectives—"to offer through program meetings and discussions an opportunity for non-unionized library and information staff to gain a better understanding of the spectrum of interests and experiences of their unionized colleagues." The topic of human rights in a unionized library context was set as the focus of a program to be held at the next Annual Conference.

Other objectives of the new task force include the following: (1) to provide a center within ALA for individuals who wish to discuss the ideas, experiences, and expertise of organized library and information science staff; (2) to provide library and information science students and faculty members with an opportunity to understand the library union movement from the perspective of those actively involved in its evolution and implementation; (3) to publicize and support the ALA position on collective bargaining; (4) to promote an understanding of the individual library worker's right to an ongoing awareness of the functions and objectives of his or her institution; and (5) to address the need that library and information science workers have to be fully informed participants within their institutions and to develop an understanding of their right to promote the public interest by seeking to contribute to the library profession at large.

The meeting ended with a reminder that people interested in the work of the Library Union Task Force may contact Coordinator Joan F. Higbee through the Library of Congress Professional Guild, AFSCME Local 2910, Adams Building, Room 5125, Washington, D.C. 20540. [*Judith Furash*]

*Intellectual Freedom Round Table* .

"Racism, Sexism, and Intellectual Freedom" was the title of a program cosponsored by the Intellectual Freedom Round Table (IFRT) and the Social Responsibilities Round Table which was presented on Monday afternoon, June 30. Clara Jackson, chair of IFRT, opened the program, and Herbert Biblo, treasurer of ALA, who served as moderator, set the context by a short discussion of the ALA Resolution on Racism and Sexism Awareness. Before the talks got under way, Elizabeth A. Phillips was presented the John Phillip Immroth Memorial Award for Intellectual Freedom.

The first of five speakers was Gara LaMarche, assistant director of the New York Civil Liberties Union, who spoke mainly on the present fight against censorship and the role of the American Civil Liberties Union. He welcomed the assistance of librarians who often find themselves on the front line in the fight. Especially deplorable, he contended, were the excesses of those who in attempting to combat racism and sexism would wish to deny the public of its First Amendment rights. We should not allow the government to decide what we may read or see even when it appears to be for a worthy cause, he observed. If we give the government this right in one area, it will move on to others. We cannot have a free and open society if there is no freedom of information. The point to remember is that ideas themselves do not violate the rights of others. It is only when they are put into practice, such as in the case of racism and sexism, that the 14th Amendment rights of others are violated, he concluded.

The next speaker was Howard Meyer, lawyer and author of *The Amendment That Refused to Die*, who spoke on the importance of the 14th Amendment which guarantees equal protection of the laws to all. He contended that intellectual freedom can be granted only to the extent that it does not impair the 14th Amendment rights of others. Moreover, librarians are obligated to support the 14th Amendment in the fight against racism and sexism since they are normally agents of the state (their salaries are usually derived from tax dollars). Although he would not censor adult reading materials, he feels works available to children must be carefully screened so that they will not come under the influence of racism and sexism. Librarians must take an active role in this effort. They must also help adults overcome the effects of having read biased books in their own childhood. Banning racist and sexist books for children is not censorship, he stated, since the expression of racism and sexism is incompatible with the U.S. Constitution.

Kay E. Martin, New York State Office of Mental Health, spoke on the value of awareness programs and the need for positive movement (affirmative action). After a short legislative history of affirmative action in this country, she detailed what librarians can do to become more effective in fighting the evils of racism: aim for a better subject analysis of books, provide more books which bring out the black experience, create more public awareness of the pressing problems of racism, and assist in bringing about a more informed citizenry. Children should be aware of a wide variety of materials in order to have some framework for judging the moral value of the ideas they encounter.

Wendy Kaminer, representative of Women Against Pornography, discussed the efforts of her group to combat pornography. She contended that pornography is the last great bastion of sexism since it belittles women, is destructive of women, and reduces

them to a basic level. Efforts to diminish its influence, however, are often unsuccessful since pornography represents big business and is everywhere so well entrenched. Moreover, the same stereotyping of women found in pornography permeates in a subtle fashion much of the mass media and advertising of today. To make the public aware of the evils of pornography and the extent of its influence, her organization gives slide shows, pickets, organizes marches, and leads tours of the Times Square area. She cautioned the audience, however, not to assume that her group favors censorship, nor would it ban pornography. The purpose of the organization is to encourage a more positive attitude toward women. What is needed is more sex education in the schools, more feminist literature made available to the general public, and a more favorable attitude toward sexuality.

The last speaker, Barbara Bryant of Phoenix Films, gave a short but impassioned plea for intellectual freedom in its broadest sense. She contended that no limits should be placed on the availability of information. It is the business of librarians to get out and inform people, but not to nose into their business. But before librarians try to make others aware, they must raise their own consciousness. Survival depends, she said, on allowing all ideas to exist side by side—not trying to protect the public from them. In the last analysis it should be the user of the information who should decide what he or she wants.

After the prepared speeches, a lively question-and-answer session ensued. Of great concern to members of the audience was Mr. Meyer's position that censorship should not be a dirty word if it is done for a worthy cause. Also the purpose of Women Against Pornography's slide collection came into question since there was some skepticism that it could achieve some useful end such as more sex education in the schools. Wendy Kaminer explained that its use was to impart a new perspective regarding pornography, and at the same time to advance the feminist point of view. [*Eugene T. Frosio*]

*International Relations Round Table*
*Executive Board and Membership Meetings*

The June 29 meeting of the IRRT Executive Board was called to order by the chair, Donald Jay. Juanita Doares of the ALA Committee on Planning attended the meeting to hear the board's reactions to the recent survey of priorities of ALA members. Some round table members are concerned about the categorization and wording of the survey question relating to international programs. The incoming IRRT chair, Josephine Fang, agreed to attend a hearing on this survey and convey members' reactions.

The Nominating Committee, chaired by C. Donald Cook of the University of Toronto, has forwarded the names of Hans Panofsky, curator of Africana, Northwestern University Library, for the next vice chair/chair-elect, and Rosalie Cueno Amer of Consumnes River College, Sacramento, for member-at-large. Donald Jay announced that the new area chairs will be Edwin Gleaves, head of the Department of Library Science, George Peabody College for Teachers, Vanderbilt University, Nashville (Latin America); Merry Burlingham, South Asia librarian, University of Texas at Austin (South Asia); and David Easterbrook, African Studies area specialist, Indiana University, Bloomington (Africa). Recent suggestions that additional area chairs be appointed to report on library developments in Eastern and Western Europe received a very favorable response from the board.

The current area chairs gave their reports at the annual membership meeting Tuesday, July 1. Hans Panofsky, reporting on library developments in Africa, noted the continuing search for appropriate technology and the growing presence of African librarians in IFLA, as well as the opportunity for IRRT to promote closer links between U.S. groups and African library associations. Southeast Asia area chair Donald Hausrath reported on the newly formed Society of Chinese Libraries and several new library science journals from the People's Republic of China. Workshops conducted in April by American librarians through the assistance of the U.S. International Communication Agency attracted large audiences from all regions of China. Josephine Fang, reporting for East Asia, also noted some significant library developments in the People's Republic of China. The centralization of the Cultural Revolution is being reversed, and there is an increasing degree of contact among Chinese libraries. More independent developments are taking place, and new library science programs have been added in several Chinese universities.

In her capacity as incoming chair of IRRT, Josephine Fang asked for ideas for the IRRT program at next year's ALA Annual Conference. Robert Gitler contributed some observations on the Japan Library Association conference and a new college of librarianship in Japan. All persons connected with international library developments were urged to submit news items to *Leads*, the IRRT quarterly newsletter. [*Dottie Pollet*]

## Resources and Technical Services Division

*RS Library Materials Price Index Committee*

This committee of the Resources Section was convened Monday, June 30, by Sally Williams of Harvard

College Library. George R. Hill of Baruch College Library described the music price indexes he compiles with Joseph Boonin which have been published in the March 1979 and 1980 issues of Music Library Associations *Notes*.

Fred C. Lynden of Brown University Library reported on the progress made by ANSI Subcommittee I in revising the Criteria for Price Indexes for Library Materials (ANSI Z39.20-1974). Consideration is being given to utilizing the data base for *Ulrich's International Periodical Directory* as the basis for compiling the price indexes for periodicals and serial services, as well as to changing the base period for the standard to one year to correspond with the Federal Index base years. The full committee voted to publish indexes utilizing both the old and the new bases if possible, at least for the next several years.

Discussion then turned to the timely publishing of the indexes prepared by present and past committee members and consultants. Arnold Hirschorn, editor of the *RTSD Newsletter*, agreed to publish brief summaries of the indexes as soon as they are approved. The revised draft statement of the role and responsibilities of consultants to the committee was approved.

Imre T. Jarmy of the Library of Congress reported that the 1978 U.S. Library Microfilm Rate Index appeared in the spring 1980 issue of *Library Resources and Technical Services*, the summary of the Index of U.S. Newspaper Subscription Rates appeared in the *Bowker Annual* for 1980, and the full Newspaper Index will be published in the August issue of the *National Preservation Report*. Jane Phillips of the University of Illinois Library distributed copies of the Price Indexes for 1980 for U.S. Periodicals and Serial Services (which since have been published in the July issue of *Library Journal*). Frank Clasquin, the F. W. Faxon Co., also distributed price comparison charts; these also appear in issues of *Library Journal*. David Walch of the State University College at Buffalo described the U.S. Non-Print Media Index which first appeared in the 1979 *Bowker Annual;* this provides price indexes for 16mm films, filmstrips, multimedia kits, and sound recordings. Nelson A. Piper of the University of California, Davis, Library reported on his continuing efforts to construct a price index for publications purchased on approved plans. The committee agreed not to further pursue the construction of an index for U.S. Government documents. [*Robert C. Sullivan*]

*RS Collection Management and Development Committee*

This Resources Section committee's program on "Evaluation of Use and User Studies" on July 2 was opened by Jutta Reed of the Massachusetts Institute of Technology and chair of the committee. She introduced the two speakers and Edward Holley of the University of North Carolina who moderated the question-and-answer session.

The first speaker, F. W. Lancaster of the Graduate School of Library Science at the University of Illinois, focused on the attempt to evaluate collections based on past and present use. He pointed out methods for analyzing collection use by collecting accurate data through examination of circulation records. In examining these records, Mr. Lancaster suggested that one should be interested in classes of materials that are overused and underused. The total holdings should be compared with percentage circulated. Mr. Lancaster warned, however, that no conclusions should be drawn from these data alone. He suggested other methods of analysis such as taking random samples of loan records including determination of circulation of particular copies of books and measuring in-house use. He offered that in-house use is more difficult to measure and requires user cooperation and defining what constitutes use. Mr. Lancaster pointed out that studies show in actuality that materials used in the library may be the same as those borrowed. He concluded that any studies of collections and use have associative dangers and that other factors such as the possible needs of nonusers have to be taken into consideration.

Charles Osburn, the second speaker, emphasized that user studies were only a one-shot effort towards identifying a library's effectiveness. Mr. Osburn, currently of Northwestern University and soon to be director of libraries at the University of Cincinnati, stated that the user studies focused on the elite and not on the nonusers. Consequently, libraries are losing their base in society. He emphasized that while collection management and development are essential to the library function, libraries need to broaden their effectiveness in serving the community and society. He envisioned the library in partnership with the community, a continuous upgrading of the role of the library in the community and the incision of knowledge in planning within the community.

Edward Holley summarized the presentations of the two speakers and opened the meeting to enthusiastic questions from the floor.

[*Maurvene D. Williams*]

*Resources Section Bookdealer-Library Relations Committee*

Chaired by Susan Harrison, Free Library of Philadelphia, this committee's June 29 meeting began with an introduction of committee members and announcements. Comments were solicited regarding the reaffirmation of ANSI Standard, *Advertising of Micropublications*, Z39.26-1975. Barbara Robey of *American Book Prices Current* spoke about "Bookline," Bancroft-

Parkman, Inc.'s on-line data base of antiquarian book auction records which will be available in September.

Despite years of widespread publicity concerning the situation, the committee continues to receive complaints against a father-and-son publishing team for its failure to supply titles ordered and paid for in advance by libraries. The firm issues publications under a variety of imprints, especially in Michigan and Southern California. A free updated list of 70 addresses and imprints used by this firm is available by writing to the Chair, Bookdealer-Library Relations Committee, RTSD, American Library Association, 50 E. Huron St., Chicago, Ill. 60611.

The committee welcomed Donald E. Stewart, ALA director of publishing, to report on action taken in response to the presentation at the Midwinter Meeting to this committee regarding ALA distribution problems. Mr. Stewart reported on the formation at ALA of a task force including representatives from publishing, processing, and administration to make recommendations regarding streamlining the distribution procedures. The immediate goals are to improve accuracy and to reduce turnaround time to four days. Outside distribution may be considered for more substantial titles, with ALA distributing only smaller items. In the future, he hopes that there will be more centralized distribution and billing if all areas of ALA distributing items are convinced to cooperate. Mr. Stewart reported that if an institution makes a request in writing to ALA, the prepayment requirement can be eliminated. For immediate help in finding information on current ordering procedures, Mr. Stewart once again recommended purchasing a copy of the "ALA Publications Checklist," 2nd ed., edited by Joel Lee, which is available for $5.

Jean H. Gabriel of Cercle de la Librairie, publisher of *French Books in Print,* spoke about problems regarding Paris Publications; this firm solicited orders requiring prepayment for this title in 1978 without the knowledge of the publisher, then failed to supply publications and disappeared. When Cercle de la Librairie opened an office in New York and began to advertise in *Publishers Weekly,* it began to receive phone calls regarding the Paris Publications problem. Cercle de la Librairie was distressed by this situation and attempted to contact all possible customers who may have made payment to Paris Publications. They requested that each library send a copy of the invoice or check to Cercle de la Librairie and they would supply the 1978 edition or the new 1979 edition to the library. The committee is grateful to Mr. Gabriel for the generous action taken by his firm since the problem was in no way related to actions of Cercle de la Librairie, which will be soon opening new offices at 925 Lakin St., San Francisco, Calif. 94109.

John Webb, chair, Micropublishing Committee, described his committee's concern over the Bell and Howell Microphoto Division announcment of price increases for silver halide microfilm and their substitution of non-silver film in fulfillment of orders. Part of the concern was that this substitution may not have been noticed by many libraries because Microphoto's announcement was sent with the invoice for 1980 subscriptions, not as a separate mailing. ALA has issued recommendations in the past that libraries add to their permanent collections only films of a recognized standard of permanence. No standards have yet been published for the permanence of vesicular microfilm but the National Micrographics Association is being urged to produce guidelines for a user environment.

A question was received by the committee regarding the benefit of the Standard Address Number (SAN) to libraries since the printing of these numbers on purchase orders, stationery, and bank checks will involve some expense. Emery Koltay, director of the ISBN Agency at the R. R. Bowker Co., spoke about the history, purpose, and implementation of the SAN. In December of 1979, the American National Standards Institute approved the SAN for use by book buying and selling organizations for their use in transaction communications. The ISBN Agency operated by Bowker was designated to handle the SAN assignment program. The purpose of SAN is to permit easier and more accurate communications between buyers and sellers of books. The SAN is a seven-digit number which will be printed as: SAN xxx-xxxx. In 1980, the first phase of number assignments should be completed, including all libraries in *American Library Directory,* all dealers in *American Booktrade Directory,* and all publishers listed in *Books in Print.* During the second phase in 1981, all other libraries, school libraries, and systems will be added.

The meeting ended with a report on the activities of the committee regarding certain reprint publishers who are listing titles in *Books in Print* as reprints and then supplying used copies of out-of-print titles at inflated prices. BIP editors stated that they cannot pass judgment on the listings BIP receives. It is important that libraries be aware of these practices and take appropriate actions to discourage them.

[*Linda Pletzke*]

*RTSD/AAP Joint Committee*

The meeting of the RTSD/AAP Joint Committee was convened on Sunday evening, June 29, by Thomas Houston of the New York Academy of Sciences, incoming chair of the AAP Libraries Committee. After the new members of the committee were welcomed, F. James Rutherford, Assistant Secretary

for Educational Research and Improvement, U.S. Department of Education, briefly described the programs of his agency relating to libraries. These programs were described in greater detail in his talk the next day at Council I. Leonard Schlosser of the Lindenmeyr Paper Co. and Eugene Clark of Harper & Row then presented highlights of the progress made thus far in the investigation during the past year by a committee to study paper standards funded by the Council on Library Resources, Inc. This committee expects to develop a draft proposal for action late in 1981. Edna Laughrey of the University of Michigan Library briefly commented on the success of the Acquisitions Preconference held the previous week and thanked all those who contributed. Janet Flowers described a study done by William Schenck of the University of North Carolina Library and Del Williams of the Western Illinois University Library on the increasing number of publications appearing in both the United States and England. The results of this comparative study of American and British book prices are to be published soon in the *RTSD Newsletter.*

Sandra K. Paul of SKP Associates reported on activities of the Book Industry Systems Advisory Committee (BISAC). Three standardized formats for communication in the book trade—order format, invoice format, and title status format—are now in use at least experimentally. Agreement has been reached with a British group on machine-readable ISBN format and a Book Industry Study Group report on this is due to be published soon. The new edition of the *American Library Directory* will appear shortly with a Standard Address Number (SAN) assigned for each address of all U.S. libraries.

Susan Vita, chief of the Cataloging in Publication Division of the Library of Congress, described a questionnaire being planned to assess the benefit to both libraries and publishers of the CIP program, which has been in existence for nine years. It is hoped that funds can be secured to conduct this survey and publish a report on the findings. A new brochure on Library of Congress services to publishers is available, and CIP requested feedback from the committee on Library of Congress plans to preassign card numbers only to CIP titles in the future.

Ann Eastman of the Women's National Book Association described the program to be presented on Tuesday morning on the past, present, and future cooperation between publishers and librarians.

[*Robert C. Sullivan*]

*RTSD/AAP Joint Committee*

The Resources and Technical Services Division/Association of American Publishers Joint Committee, together with the Women's National Book Association, Inc., presented a July 1 program meeting on "Publisher/Librarian Cooperation: Past, Present, and Future." Three presentations by publishers and librarians addressed common concerns and endeavors that existed in 1965 when the joint committee was established, that exist in 1980, and that may be forecast for the 1990s. Dan Lacy, McGraw Hill, the session moderator, opened the program by saying that publishers and librarians face a technological revolution of dramatic proportion and "if we ever needed each other it's now."

Carl Jackson, Indiana University Libraries, and Carl Hansen, Columbia University Press, wistfully reviewed the 1960s, when there was considerable growth in both camps backed by plentiful private and public funds. It was a time of discovery and cooperation marked by such fledgling programs and practices as the Cataloging in Source (now Cataloging in Publication) Program, the ISBN system, use of standardized order forms, and exhibits by publishers and wholesalers at library conferences.

Believing that much remains to be accomplished, Connie Dunlap, Duke University Libraries, issued challenges in the form of an action agenda for today: help ANSI Z39 in the preparation and enforcement of standards; collaborate on how the manifestations of new technology (such as holograms) are going to be published, stored, and so on; attend to preservation in all aspects; contribute to the scheduled five-year review of the copyright law; and heed the issues raised by the National Periodical System (NPS), not the least of which are access to and preservation of serials.

To illustrate his dim characterization of the present, Erwin Glikes, Simon & Schuster, invoked the idyll of the preprintout book world, the bygone days before return on investment and unit sales became paramount. Mr. Glikes believes super specialization abetted by high technology will obscure the important new ideas which will be necessary to sustain us in the next century.

Hank Edelman, Rutgers University Libraries, observed that the 1970s were not the best of times. Expectations were lowered as resources became scarcer. Confusion seemed to abound in the information field, exemplified by the debates surrounding the NPS. Edelman upheld BISAC (Book Industry Services Advisory Committee) as a model organization for how librarians and publishers might forge the future through common goals.

Declaring forecasting a "miserable and dangerous business," Arthur Rosenthal, Harvard University Press, offered advice on crusading to achieve worthwhile ends. If the book cause is not publicly upheld by

those intimately involved in its nourishment, who will its defenders be?

The session closed with an affirmation from the audience by Leo Albert, AAP chair, that alliances between publishers and librarians will be reinvigorated. Not surprisingly, he offered the need to establish an equitable definition of systematic photocopying as a rallying issue. [*Linda K. Bartley*]

*Chief Collection Development Officers of Medium-Sized Research Libraries Discussion Group*

Margaret Jackson of the University of Missouri and chair of the discussion group for 1979-80 presided at the July 1 meeting. She introduced Anna Perrault of Louisiana State University who shared the speaker's table as the cochair/chair-elect for 1980-81. Margaret Jackson introduced three speakers on the agenda.

Carolyn Bucknall of the University of Texas reported on the June 27 meeting of the Collection Development Officers of Large Research Libraries Discussion Group where the following topics were discussed: indirect cost rates, friends of academic library programs, shelflist measurement as a means of devising cooperative acquisitions plans, gift appraisal policies, and program costs. Following her presentation, there was a discussion of some of the topics, especially indirect cost rates and the percentage of overhead recovered by academic libraries from grants made to colleges and universities.

The next speaker, Claude Noyes of the University of Rochester, discussed the pros and cons of coordinated collection development, especially as it relates to the future of a consortium. He defined resource sharing, discussed the sharing of bibliographic sources, the need for cooperation from interlibrary loan and acquisitions staffs, the need for a clear definition of interlibrary loan procedures, the identification of time lapse as it relates to time of request and delivery of item to requester, and the need for well-written and commonly known collection development statements. He also stated that members of a consortium must weigh all pros and cons including the possibility of increased activity and expense and living up to the increased activity. In conclusion. Mr. Noyes pointed out that all solutions regarding coordinated collection development are multifaceted and there is no single solution to problems.

Jim Whaley, social science bibliographer at the University of North Carolina at Charlotte, discussed a collection development plan he introduced in which he intended to bear the subject expertise of the faculty on collection development. Mr. Whaley started out with the conclusions that (1) collected wisdom of bibliographers is not equal to the collected wisdom of the faculty which is not limited to bibliographic control and (2) the pattern of usage is determined by the faculty. Among the steps used in achieving this plan, Mr. Whaley mentioned that meetings between faculty and bibliographers were held to establish rapport, that faculty members were given Library of Congress class schemes and asked to match classification number with course study, and that faculty members were also asked to supply a list of terms to describe their course work. Mr. Whaley stated that based on the data gathered from the faculty, a printout was produced giving an idea of interdisciplinary tensions with which faculty must be involved. Along with this printout, Mr. Whaley used the Library of Congress shelflist to determine call numbers to identify faculty requirements and determine materials needed for the collections.

The presentations by the speakers generated interesting discussion. At the end of the meeting, nominations or volunteers for chair-elect for 1981-82 were called for. Bonnie Braunstein of the University of Maryland/Baltimore County-Catonsville volunteered and was elected by acclamation.

[*Maurvene D. Williams*]

*Education of Librarians in the Use of AACR 2*

This program, presented on June 29, was cosponsored by the division's Education Committee and Cataloging and Classification Section. The talks investigated what libraries felt library students will need to know about AACR 2 versus what the educators perceived was necessary to teach.

The first speaker was C. Donald Cook of the University of Toronto Faculty of Library Science. He began his talk by citing a survey, discussed in the fall 1979 issue of the *Journal of Education for Librarianship*, that found that there is a decrease in the amount of cataloging knowledge of library students. He mentioned that the length of time required to receive a library degree varies—two years in Canada, one year for most U.S. schools. He explained that cataloging is merely one part of the library school curriculum. Most students explore a wide variety of areas, and do not specialize in cataloging courses. Within the one basic cataloging course, AACR 2 training is in competition with other aspects of cataloging—subject headings, classification systems, computer networks, and authority files. Mr. Cook said he believed that AACR 2 is easier to teach; however, he felt there is a lot of anxiety with learning the new code—problems of when and how to implement have created much resistance to it. He mentioned that one drawback in the new code is the paucity of examples, and suggested several recent books that are useful in interpreting AACR 2. He felt it is most important to

produce a professional cataloger who understands the theory behind cataloging and its chief function—to serve the library user. He also encouraged more input from libraries about problem areas.

The second educator on the panel, Phyllis Richmond of the School of Library Science of Case Western Reserve University, stated that a one-semester cataloging course was required at Case Western. Only three percent of the students enrolled in an advance course, which was divided into detailed teaching of AACR 2, serials, nonbook materials, and other areas. She explained that because AACR 2 is so interrelated, with constant cross-references throughout, it is necessary to teach the entire book. Chapters 21-25 (choice and form of heading) are taught in greater detail. She explained that comparing the two codes (AACR 1 and 2) is a good way to learn the new one. Computers are emphasized now in teaching, but she emphasized that OCLC not be relied on since the quality of the entries greatly varies. She concluded by mentioning that teaching AACR 2 will be easier with examples from the Library of Congress.

The next panel speaker was Lizbeth Bishoff of the Ela Area Public Library District, Lake Zurich, Ill., and a member of the AACR 2 Catalog Code Revision Committee. She stated that she was looking forward to AACR 2, maintaining that the present cataloging code does not meet the needs of general public libraries, whereas AACR 2 is user oriented and is designed to serve a wide variety of libraries. She noted that academic libraries are far ahead of public libraries in the use of automation, while school libraries are just beginning to see its value. She stated that various forms of headings proliferate now, with inadequate cross-references, and cited many libraries' dependence on Baker & Taylor and other vendors' cataloging. AACR 2 implementation would result in use of headings familiar to the library patron (for example, entry under Doctor Seuss, not Theodor Seuss Geisel; Walt Disney Productions, not Disney (Walt) Productions). The same code would be applied to all media, thus helping to eliminate the second-class status of nonbook material. The code would serve to internationalize all libraries, not just research libraries. The rules would provide for three levels of description, so that various types of libraries could choose which level best suited their needs. She concluded by stating that inconsistent, inadequate catalogs are inevitable; however, library schools should emphasize continuing education and take an active role in the re-education of the library community.

The final speaker was Kaye Gapen, assistant university librarian for technical services at Iowa State University. She felt that all library students should be required to take cataloging courses—they should not be optional. Furthermore, the theory behind catalogs should be emphasized and time be alloted to practice cataloging in the class room. Both AACR codes should be taught, so that both heading forms can be used when searching old and new catalogs. She felt that library schools should teach what cataloging is done at the Library of Congress and why. She concluded by noting the importance of attitude—having an openness to new ideas, taking initiative, and having a professional attitude toward change.

[*Carol Elaine Smalls*]

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